



J O H N C A R R O L L U N I V E R S I T Y

T H E J E S U I T U N I V E R S I T Y I N C L E V E L A N D

13 November 2020

Bill Donnelly
Chair, Board of Directors
John Carroll University
University Heights, OH 44118

Dear Bill,

The Faculty Handbook Committee has finished its review of the three final proposals from the Board of Directors to revise the Faculty Handbook. We are forwarding our recommendations to the Faculty regarding these proposals to you at this time.

As you will see from our recommendations, we still find these proposals flawed and very contrary to faculty interests. While you did make a number of changes to all three proposals following input from the general Faculty and Faculty Handbook Committee review we cannot support these proposals for the reasons listed in our recommendation to the Faculty.

We are gravely concerned about the Budgetary Hardship proposal, and hope you will consider pulling this proposal rather than sending it forward. At this point, you are correct in your assessment that it is final, and not subject to change or negotiation. If it is voted down, I hope that you will not adopt this proposal over what we expect to be an overwhelming negative vote. This amendment will end the protection from termination that is understood as integral to the very meaning of tenure. If tenured Faculty can be terminated when the very low bar for budgetary hardship is reached (an average of predicted 2% shortfall per year for three years in a row), the administration can terminate any faculty member they wish to terminate, and there is no appeal. While Faculty might be awarded tenure, which is everywhere in the USA considered to grant extraordinary protections against termination without cause and without a declaration of financial exigency, they in fact will be untenured and at-will employees if this change is made to our handbook.

Many of our best teachers and most brilliant young scholars, the very future of John Carroll, are now looking to relocate. If tenure suffers this set-back at John Carroll, we will not be able to attract strong faculty going forward. We will not continue to achieve the high rankings we receive for our teaching. John Carroll will see a collapse in faculty morale, with a likely decrease in both the teaching excellence and the scholarship we currently possess. The AAUP

will censor the university. These are not doomsday predictions — they will be our reality. We may be put back on probation by the Higher Learning Commission. The University may experience costly litigation if faculty are actually terminated under this changed Handbook. This proposal will devastate the University. We understand the need to save money, so we understand selling properties, cutting salaries, reducing benefits, and charging parking fees. We have made repeated efforts to work with you to find ways to save money for the university. However, this proposal reverses the universal understanding of tenure, and will destroy the relationship between the Faculty and JCU. You will have the lasting enmity and opposition of the Faculty at large. We implore you to reconsider.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jeffrey R. Johansen', with a long horizontal flourish extending to the right.

Jeffrey R. Johansen
Chair, Faculty Handbook Committee